



Performance Improvement Plan (PIP)

Teacher's Name: Medi O. Crity
 Beginning Date of Plan: 10/20/19

Teacher's Assignment: Plumbing
 Ending Date of Plan: 06/28/20

Domain	Issues/Problems to be Addressed: Using objective language, cite all issues separately under each domain	Corrected State: Using objective language, describe the performance when corrected	Focused Assistance: Include specific support and professional development opportunities, individuals responsible for providing assistance & resources and monitoring the plan)	Input or Requests from Teacher: Using objective language, include any specific assistance requested by the teacher
Domain 1c <i>Setting Instructional Outcomes</i>	Failing to not produce any learning guides.	<ul style="list-style-type: none"> Learning guides will adhere the BCTHS format 	<ul style="list-style-type: none"> Teacher will review BCTHS Grading Guidelines and critique two (2) colleagues' Grading Procedures. 	<ul style="list-style-type: none"> Request to examine other teachers' Learning Guides
Domain 1f <i>Designing Student Assessments</i>	Needs Improvement with developing and implementing student assessments.	<ul style="list-style-type: none"> There will be at least one (1) assessment in each Learning Guide. There will be at least one (1) formal student assessment per week integrating <u>academic</u> and <u>technical</u> skills 	<ul style="list-style-type: none"> Teacher will review at least two (2) colleagues' formal assessments. Teacher will observe a colleague in another <u>technical program</u>, focusing on assessment strategies. 	<ul style="list-style-type: none"> Request to observe other teachers within building.
Domain 2c <i>Managing Classroom Procedures</i>	Needs Improvements with routine class procedures as evidenced by no learning guides and regular assessments.	<ul style="list-style-type: none"> Administration will observe routine procedures during any informal/formal observations. Learning Guides will be submitted and approved by supervisor. 	<ul style="list-style-type: none"> Teacher will observe an <u>academic</u> teacher's class and unit assessments 	<ul style="list-style-type: none"> Request viewing other colleague's academic and technical assessments.



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<u>Domain 3d</u> <i>Assessing Student Performance</i>	<u>Needs Improvement</u> for having few/no student assessments	<ul style="list-style-type: none"> Create and submit at least 32 formal assessments. 	<ul style="list-style-type: none"> Observe other quality CTE programs (inside/outside of building) 	<ul style="list-style-type: none"> Request to observe other teachers at another CTC.
<u>Domain 4a</u> <i>Reflecting on Teaching</i>	<u>Needs Improvement</u> with creating learning guides and implementing student assessments in order to examine effectiveness of instructional methods.	<ul style="list-style-type: none"> Assessments will be part of every learning guide, along with technical task components and academic standards 	<ul style="list-style-type: none"> Teacher will take a workshop on formative/summative assessments 	<ul style="list-style-type: none"> Request workshop on formative and summative assessments
<u>Domain 4b</u> <i>Maintaining Accurate Records</i>	<u>Needs Improvement</u> in keeping accurate records since very few have been observed or submitted	<ul style="list-style-type: none"> Gradebook/School's grading portal system will be updated every two (2) weeks by instructor 	<ul style="list-style-type: none"> Teacher will have ongoing training with Grading Portal staff 	<ul style="list-style-type: none"> Request training with someone who understands grading portal software
<u>Domain 4e</u> <i>Growing and Developing Professionally</i>	<u>Needs Improvement</u> by following supervisor's requests and	<ul style="list-style-type: none"> Creating a Reflective Journal on the overall successes and shortcomings of the students for each major unit. 	<ul style="list-style-type: none"> Read about Danielson's Domains at SAS/PDE website 4 and discuss with supervisor. 	<ul style="list-style-type: none"> Request to learn about Domain 4 of Danielson/PDE



Performance Improvement Plan (PIP) (continued)

Summary List of Resources and Professional Development

- BCTHS Administration and Colleagues
 - Technical and Academic teachers
- BCTHS Professional Library
- Other CTE teachers in other CTCs
- Bucks County Intermediate Unit #22 (BCIU)
- Charlotte Danielson's Domains of Teaching - <https://danielsongroup.org/framework>
- PDE/SAS website <https://www.pdesas.org/Frameworks/TeacherFrameworks/TeacherEffectiveness>



Performance Improvement Plan (PIP) (continued)

Performance Improvement Plan Implementation Calendar

<u>Month</u>	<u>Activities</u>	<u>Date Completed</u>	<u>Administrator (met timeline)</u>
October 2019	<ul style="list-style-type: none"> Meeting with Supervisor Submit at least 5 Learning Guides, including assessments Submit Grading Procedures aligned with BCTHS guidelines 	October 31, 2019	
November 2019	<ul style="list-style-type: none"> Submit at least 10 Learning Guides Review Grading Procedures w/Supervisor Observe two (2) teachers' grading procedures and unit assessments Create and submit 4 formal assessments that integrate technical and academic content. Observe a colleague in another <u>technical program</u>, focusing on assessment strategies. Train with someone who understands BCTHS grading portal software. 	November 30, 2019	
December 2019	<ul style="list-style-type: none"> Submit at least 15 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (8 in total) Observe an <u>academic</u> teacher's class and unit assessments. 	December 22, 2019	
January 2020	<ul style="list-style-type: none"> Submit at least 20 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (12 in total). Observe another teacher(s) at another CTC. 	January 31, 2020	
February 2020	<ul style="list-style-type: none"> Submit at least 20 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (16 in total). Take a workshop on formative/summative assessments. 	February 27, 2020	
March 2020	<ul style="list-style-type: none"> Submit at least 25 Learning Guides, including assessments Create and submit 4 new formal assessments that integrate technical and academic content (20 in total). 	March 30, 2020	



Performance Improvement Plan (PIP) (continued)

Performance Improvement Plan Implementation Calendar (cont.)

<u>Month</u>	<u>Activity</u>	<u>Date Completed</u>	<u>Administrator (met timeline)</u>
April 2020	<ul style="list-style-type: none"> • Submit at least 25 Learning Guides, including assessments • Create and submit 4 new formal assessments that integrate technical and academic content (24 in total). 	April 30, 2020	
May 2020	<ul style="list-style-type: none"> • Submit at least 25 Learning Guides, including assessments • Create and submit 4 new formal assessments that integrate technical and academic content (28 in total). 	May 30, 2020	
June 2020	<ul style="list-style-type: none"> • Submit at least 25 Learning Guides, including assessments • Create and submit 4 new formal assessments that integrate technical and academic content (32 in total). 	June 15, 2020	
Complete BEFORE 2020-21 SY Year	<p>NOTE: <i>This is NOT part of the PIP for 2019-20</i></p>		
July-August 2020	<ul style="list-style-type: none"> • <u>Revise</u> previously created Learning Guides on BCTHS Task List • <u>Revise</u> and submit 20 (out of 32) formal assessments from previous year 	August 25, 2020	



Performance Improvement Plan (PIP) (continued)

Signature Page

I have received a copy of this improvement plan. I understand that my initials and signature does not necessarily constitute agreement with its contents and that I have an opportunity to respond if I disagree.

Teacher's Signature

Date

BCTHSEA's Representative Signature

Date

Administrative Signature

Date